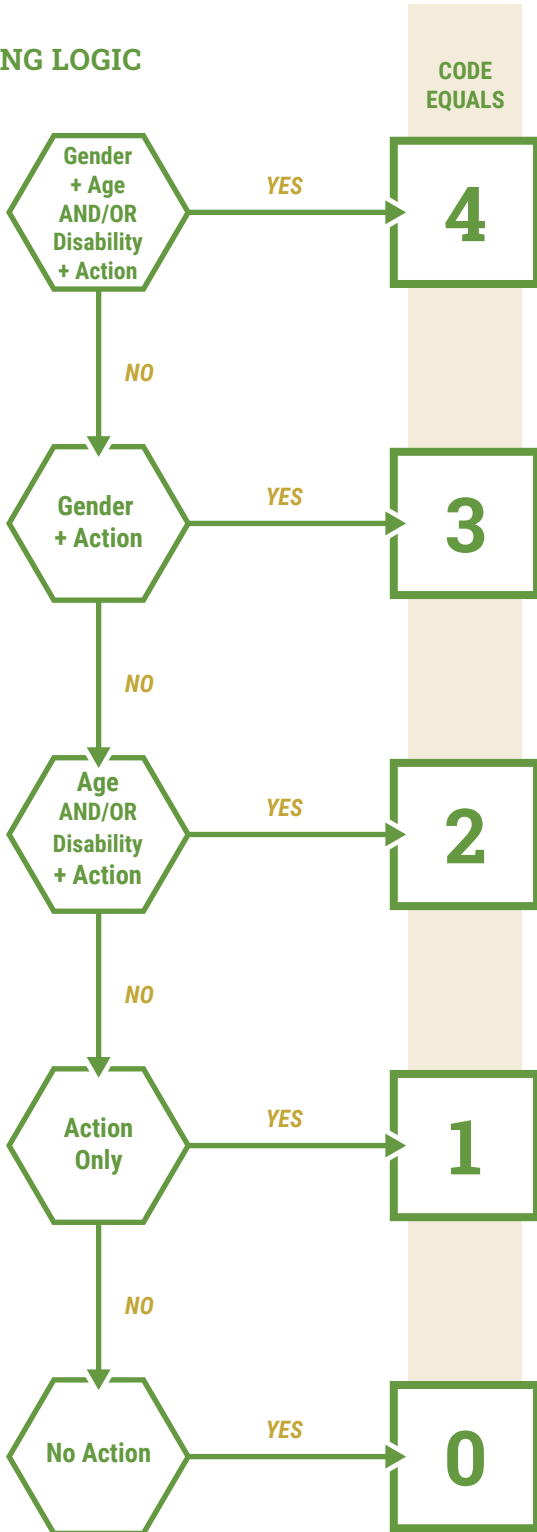




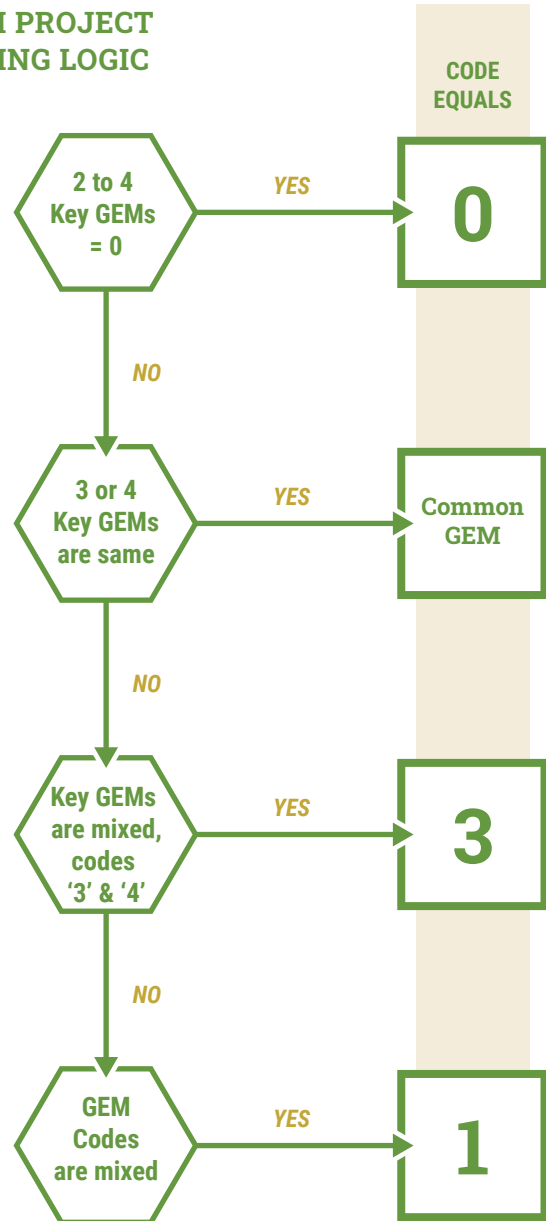
Coding Logic: GEM & GAM Project

GENDER WITH AGE MARKER

GEM CODING LOGIC



GAM PROJECT CODING LOGIC



DEFINITIONS

Gender

- Females: Women, girls
- Males: Men, boys
- LGBTI: diverse sexual orientation/gender identity

Age

- Gender norms for age group
- Age ranges specified by sector

Disability

- Context concerns for gender & age groups identified by clusters

Key Actions

- Gender Analysis
- Tailored activities
- Influence on Project
- Benefits

RATIONALE

- **Good programming** means **more than 2 GEMs** present
- GAM reflects consistent consideration of **Gender/Age/Disability/Action** across GEMs
- Considering **Gender** and **Actions** consistently across GEMs (3)
- Considering only the **Actions** consistently across GEMs, but not gender/age/disability (1)

HOW DOES IT WORK? AUTOMATIC CODING

The GAM codes projects on a **0 to 4 scale**, suggesting simple actions to improve consistency and responsiveness. Codes are generated automatically based on answers to the multiple-choice questionnaire.

For each GEM, a code is generated based on evidence of (1) the required program action, plus (2) gender, (3) plus age AND/OR disability inclusion.

If all three parts are present, the GEM automatically codes 4; if none are included, it codes 0.

If 3 or 4 key GEMs have the same code, the **project GAM code** is automatically the same as this common GEM code.

If two or more GEMs are 0, the project GAM code is 0.

The **overall project GAM code** is derived from the individual GEM codes, and represents the predominant type of programming found throughout the GEMs.

CONTENT	CODE	PROGRAMME FOCUS - GAM (M) ir (T)?		
		Gender Mainstreaming Targets everyone	Targeted Action Targets a defined group	Not Applicable
Gender + Age AND/OR Disability + Action*	4	Intends to contribute to gender equality, including across age groups AND/OR people with disabilities	Main programme purpose is increasing gender equality, including across age groups AND/OR for people with disabilities	Does not engage with or affect people in need
Gender + Action	3	Intends to contribute to gender equality, but without attention to age groups AND/OR people with disabilities	Focused on promoting gender equality, but without attention to age groups or people with disabilities	Does not engage with or affect people in need
Age AND/OR Disability (not gender) + Action	2	No attention to gender equality, though intending to address age AND/OR disability differences	Intends to address differences of age AND/OR for people with disabilities, but lacks attention to gender	Does not engage with or affect people in need
Action only OR inconsistent attention to groups	1	Does not respond to differences based on gender, age or disability; does not consistently pay attention to specific groups of concern	Does not consistently respond to differences based on gender, age or disability	Does not engage with or affect people in need
No Action	0	Does not systematically link programming actions		

GAM Scale Score

Program Approach

*Programming action, element or step